Evaluation Grid

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| Evaluation criteria | Yes/No | Comments |
| Were the questions asked ethical and based on the inherent requirements of the job? |  |  |
| Did the panel make the candidate feel comfortable? |  |  |
| Did the panel source recent examples from the candidate? |  |  |
| Did the panel create a conducive environment, which enabled the candidate to feel as relaxed and comfortable as possible? |  |  |
| Did the panel listen effectively? |  |  |
| Did the panel keep good eye contact? |  |  |
| Did the panel ensure that they understood the candidate’s responses by asking clarifying questions? |  |  |
| Did the panel use effective non-verbal behaviour (e.g. nodding or phrases of encouragement such as ‘yes’, ‘go on’)? |  |  |